

Message Text

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TAGS: ELAB, EGEN, PINT, SF

SUBJECT: BLACK NEWSPAPER SERIES ON US COMPANIES--KELLOGG CASE

1. SECOND ARTICLE IN SERIES BY ZULUBOY MOLEFE IN BLACK AUDIENCE NEWSPAPER THE WORLD (SECOND LARGEST DAILY IN SOUTH AFRICA) ON US COMPANIES IN SOUTH AFRICA FOCUSES INTER ALIA ON ATTEMPTS BY THE SWEET FOOD AND ALLIED WORKERS UNION (SFAW) TO ORGANIZE AT THE KELLOGG PLANT.

2. WITH THE SIX POINT STATEMENT OF PRINCIPLES OF SEVERAL AMERICAN FIRMS PROMINENTLY DISPLAYED IN THIS AS IN EACH OTHER ARTICLE THE AUTHOR QUOTES THE GENERAL SECRETARY OF THE SFAW LEONARD "SKAKES" SIKHAKANE AS FOLLOWS: QUOTE

OF COURSE WE HAVEN'T APPROACHED AMERICAN COMPANIES ON FORMAL BASIS FOR RECOGNITION. BUT THEN THE FEW WE HAVE TALKED TO HAVE SAID THEY DID NOT NEED UNIONS, SAID MR SIKHAKANE. QUOTE HE THEN PAINTED A DISTRUBING PICTURE OF THE TROUBLE HIS UNION HAD WITH THE SPRINGS-BASED KELLOGG COMPANY, WHERE HE CLAIMED THAT A MAJORITY OF THE UNION'S 150 MEMBERS WERE BASED.

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QUOTE AS EARLY AS 1975, SAID MR SIKHAKANE, HIS UNION HAD APPROACHED THE KELLOGG MANAGEMENT WHICH HAS A LIAISON COMMITTEE OPERATING AT THE FACTORY. BUT IT WAS LAST YEAR THAT THE UNION MADE EFFORTS AND PUSHED HARD FOR RECOGNITION AND IT MET A LOT OF RED TAPE".

QUOTE MR SIKHAKANE ALSOSAID THAT WHEN HE MET THE FACTORY'S MANAGEMENT HE WAS TOLD THAT ITS BLACK WORKERS WERE RECEIVING

FRINGE BENEFITS. HE WAS ALSO TOLD, MR SIKHAKANE FURTHER ALLEGED, THAT THE KELLOGG MANAGEMENT TOLD HIM THAT THEY OPERATED UNDER A WAGE DETERMINATION OF THE WAGE BOARD. QUOTE AS I AM TALKING TO YOU YOU KNOW A NUMBER OF SHOP STEWARDS IN THAT FACTORY HAVE BEEN DISMISSED FOR THEIR TRADE UNION ACTIVITIES. DEFINITELY KELLOGG IS NOT COOPERATING WHEN IT COMES TO TRADE UNIONISM FOR ITS BLACKS, HE WENT ON.

QUOTE HERE ARE THE STORIES THE DISMISSED KELLOGG WORKERS TOLD ME DURING INTERVIEWS IN SPRINGS:

--MRS JANE LEKHULENI (20), WHO WAS A SHOP STEWARD AT THE FACTORY. "I WAS DISMISSED ON FEBRUARY 21 THIS YEAR. A WHITE SUPERVISOR THREATENED ME WITH DISMISSAL SINCE JANUARY. THIS WAS BECAUSE I HAD DEMANDED THAT A WORKERS COMMITTEE BE ESTABLISHED AT THE FACTORY.

QUOTE "IN FACT OUR PROBLEMS AT THE FACTORY STARTED ABOUT DECEMBER 20 LAST YEAR WHEN WE HAD ELECTIONS AND WE UNANIMOUSLY VOTED FOR A WORKS COMMITTEE. A DEPARTMENT OF LABOUR OFFICIAL WAS PRESENT WHEN THESE ELECTIONS WERE HELD."

QUOTE AFTER THAT A BLACK PERSONNEL MANAGER TOLD ME THAT IF I DID NOT WANT A LIAISON-COMMITTEE, I HAD TO LOOK FOR WORK ELSEWHERE.

QUOTE--MR PANKIE MASHAPA (33), WORKED AS A CREW LEADER AT THE FACTORY AND WHEN DISMISSED WAS EARNING R43,50 PER WEEK:

"I WAS DISMISSED ON APRIL 3 THIS YEAR. THE SAME MORNING A SUPERVISOR TOLD ME THAT I HAD BEEN DEMOTED TO ANOTHER MACHINE. IT WAS THEN I DEMANDED A BETTER WAGE FOR THE NEW JOB I HAD TO DO.

QUOTE IN DECEMBER A WHITE SUPERVISOR WANTED TO KNOW WHY I HAD JOINED A TRADE UNION. HE MADE A THREAT THAT I WOULD BE DISMISSED FOR THAT.

QUOTE--MISS SELINAH SKHOSANA (23) WORKED AS A SACKER ATTENDANT LIMITED OFFICIAL USE

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EARNING R16,60 PER WEEK WHEN SHE WAS DISMISSED IN NOVEMBER LAST YEAR: "IN NOVEMBER LAST YEAR I WAS INFORMED BY OUR SUPERVISOR THAT I WOULD BE WORKING THE 2 TO 11 P.M SHIFT. QUOTE "I REFUSED BECAUSE THAT WOULD BE VERY INCONVENIENT FOR ME. I STAY IN A ROUGH AREA OF KWA THEMA TOWNSHIP KNOWN AS "REST-IN-PEACE". THE SUPERVISOR INSISTED THAT I WORK THE SHIFT OR CONSIDER MYSELF DISMISSED.

QUOTE: AT THIS STAGE THE WORKERS WHO WERE TALKING TO ME WERE JOINED BY A UNION OFFICIAL WHO TOLD ME THAT SHE AND A WHITE TRADE UNIONIST, WHO HAS SINCE BEEN BANNED BY THE GOVERNMENT, WENT TO SEE THE FACTORY'S MANAGEMENT ABOUT THE DISMISSAL, AND WERE INFORMED THAT MANAGEMENT WAS NOT AGAINST TRADE UNIONS FOR ITS BLACK WORKERS."

QUOTE IN AN INTERVIEW WITH MR D.A. WOOD MANAGING DIRECTOR OF KELLOGGS ON THE WORKERS' ALLEGATIONS HE TOLD ME THAT THERE WAS NO TRUTH IN THE STORIES.

QUOTE "THE WHOLE THING DISTURBED ME. I AM TRYING TO MEET THE UNION'S SECRETARY, MR LEONARD DIKHAKANE. WHAT I CAN SAY NOW IS THAT OUR COMPANY HAS NEVER RESTRICTED WORKERS FROM

JOINING TRADE UNIONS", HE ADDED.

QUOTE I HAVE SINCE LEARNED THAT MR WOOD HAD NEVER MET MR SIKHAKANE AND THAT THE MATTER OF THE DISMISSED WORKERS HAS ALSO COME BEFORE THE LEGAL CLINIC OF THE URBAN TRAINING PROJECT, A SERVICE ORGANISATION CATERING FOR BLACK TRADE UNIONS, AND THAT THE WORKERS HAVE GIVEN STATEMENTS. QUOTE AT THE MOMENT THE SWEET FOOD AND ALLIED WORKERS" UNION THROUGH THE LEGAL CLINIC, WAS LOOKING FOR WAYS TO TAKE LEGAL ACTION AGAINST KELLOGG ON BEHALF OF THE DISMISSED WORKERS. END QUOTE.

3. COMMENT: IN A PRIVATE CONVERSATION WITH THE REGIONAL LABOR OFFICER, SIKHAKANE CONFIRMED THAT THE "WHITE TRADE UNIONIST" REFERRED TO IN MOLEFE'S ARTICLE IS LOET DOWES DEKKER, FORMER DIRECTOR OF THE URBAN TRAINING PROJECT, WHO WAS BANNED WITH A NUMBER OF OTHER TRADE UNION LEADERS INCLUDING AMERICAN CITIZEN JEAN TYACKE IN NOVEMBER 1977. LIMITED OFFICIAL USE

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SIKHAKANE CONTINUES TO BELIEVE THAT SUFFICIENT GROUNDS EXIST FOR PURSUING A CHARGE OF WORKER VICTIMIZATION AGAINST KELLOGG IN THE SOUTH AFRICAN COURTS AND HAS ASKED THE URBAN TRAINING PROJECTS' LEGAL CLINIC TO TAKE SUCH ACTION. KIRBY

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